



**ADITYA BANGALORE INSTITUTE OF PHARMACY
EDUCATION & RESEARCH,**

BANGALORE

(2018-2019)

**ANTI- DISCRIMINATION
COMMITTEE**

Standard Operating Procedure (SOP)

ANTI -DISCRIMINATION

Discrimination is strictly banned in the Institution premises. If anybody is found indulging in such like activities, strict disciplinary action will be taken against the defaulters, irrespective of the extent. Discrimination is banned by Supreme Court of India. Based on the Hon'ble Supreme Court directions, UGC has issued strict regulations and guidelines. All students are expected to adhere to the same. Defaulters will be dealt severely.

In case of any help or emergency kindly call:

1. Chairperson, Dr.Mahesh
2. Member- Mrs. Sudha kesavarthini.P
3. Member- Mrs.Pinki Verma
4. Member- Mrs.Keerthika.K

Discrimination of students in academic institutions by other students is rampant. It has been done on their caste, creed, religion, language, ethnicity, gender, disability. To eliminate discrimination or harassment against any student, several necessary steps have to be taken by academic institute authorities. If any preventive actions have not been implemented by the concerned authorities, it may lead to unpleasant events including death.

University Grants Commission has set up a toll free Helpline for dealing with discrimination. Any victim can contact anti-Discrimination committee and it will be operational 24 hours. Immediate action will be taken within fifteen minutes by alerting appropriate authorities, be it the head of the educational institution, the district collector or the police. Monitoring the progress of follow up activities by all concerned is also included.

OBJECTIVES

1. This cell will look after the related matters (if any) of depriving a student / staff or group of students on the basis of caste, creed, language, ethnicity, gender, different ability.
2. This cell always try to uphold the dignity of the institution by addressing the concerns (if any) brought into the notice related to equality in offering or receiving education inside the campus.

3. This cell ensures conducive environment for academic growth of the people belonging to the university.
4. This cell protects the rights of individuals without any prejudice to their appearance or lifestyle in the process of learning inside the campus.
5. The Cell shall eliminate discrimination against or harassment of any individual in all forms by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment.

WHAT CONSTITUTES DISCRIMINATION

Discrimination constitutes the following:

- a. A misconduct by any student or group of students whether by words spoken or written or by any action done for teasing, treating or handling with rudeness towards other student.
- b. Indulging the rowdy or in-disciplined activities by any student or students which causes or likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension to other students.
- c. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psychology.
- d. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher.
- e. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students.
- f. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students.

g. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person.

h. Any act or abuse by spoken words, emails, post, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student .

i. Any act that affects the mental health and self-confidence of a fresher or any student.

ACTION TO BE TAKEN BY THE HEAD OF THE INSTITUTION

On receipt of the recommendations of the Anti Discrimination Squad or on receipt of any information concerning any reported incident, the Head of institution shall immediately determine if a case under the penal laws is made out and if so, either on his own or through a member of the Anti-Discrimination Committee authorized by him in this behalf, proceed to file a First Information Report (FIR), within twenty four hours of receipt of such information or recommendation, with the police and local authorities, under the appropriate penal provisions relating to one or more of the following, namely;

- i. Abetment to Discrimination;
- ii. Criminal conspiracy to Discriminate;
- iii. Unlawful assembly and rioting while Discriminating;
- iv. Public nuisance created;
- v. Violation of decency and morals through Discriminating;
- vi. Injury to body, causing hurt or grievous hurt;
- vii. Wrongful restraint;
- viii. Wrongful confinement;
- ix. Use of criminal force;
- x. Assault as well sexual offences

- xi. Extortion;
- xii. Criminal trespass;
- xiii. Offences against property;
- xiv. Criminal intimidation;
- xv. Attempts to commit any or all of the above mentioned offences against the victims;
- xvi. Threat to commit any or all of the above mentioned offences against the victims;
- xvii. Physical or psychological humiliation;
- xviii. All other offences following from the definition of “Discrimination”.

ADMINISTRATIVE ACTION IN THE EVENT OF DISCRIMINATION

The institution shall punish a student found guilty of Discrimination after following the procedure and in the manner prescribed herein as under:

- a) The Anti- Discrimination Committee of the Institution shall take an appropriate decision, in regard to punishment or otherwise, depending on the facts of each incident of Discrimination and nature and gravity of the incident of Discrimination established in the recommendations of the Anti- Discrimination Squad.
- b) The Anti-Discrimination Committee may, depending on the nature and gravity of the guilt established by the Anti- Discrimination Squad, award, to those found guilty, one or more of the following punishments, namely:-
 - i. Suspension from attending classes and academic privileges.
 - ii. Withholding/ withdrawing scholarship/ fellowship and other benefits.
 - iii. Debarring from appearing in any test/ examination or other evaluation process.
 - iv. Withholding results.
 - v. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
 - vi. Suspension/ expulsion from the hostel.
 - vii. Cancellation of admission.
 - viii. Rustication from the institution for period Discrimination from one to four

semesters.

ix. Expulsion from the institution and consequent debarring from admission to any other institution for a specified period. Provided that where the persons committing or abetting the act of Discrimination are not identified, the institution shall resort to collective punishment.

c) An appeal against the order of punishment by the Anti- Discrimination Committee shall lie,

- i. In case of an order of an institution, affiliated to or constituent part, of a University, to the Vice-Chancellor of the University;
- ii. In case of an order of a University, to its Chancellor.
- iii. In case of an institution of national importance created by an Act of Parliament, to the Chairman or Chancellor of the institution, as the case may be.

PENALTIES

The following are the penalties that may be imposed on a student.

Minor Penalties

1. Oral/Written Warning.
2. Penalty.
3. Suspension from the class for a week.

Major Penalties

1. Penalty.
2. Suspending from class for one month/semester.
3. Prevention from appearing University Exams.
4. Prevention form T & P facilities.

5. Suspension from Hostel.
6. Rustication from college.

ANTI- DISCRIMINATION SQUAD

The anti Discrimination squad will consist of following members who are expected to keep a close watch around the entire campus particularly sensitive places from Discrimination point of view. All the members of squad will keep moving around the campus in order to avoid any Discrimination activity. They all are expected to make a general round of the campus with alert eyes to discourage raggers and to avoid any such happening.

NAME	MOBILE NUMBERS
Dr.Mahesh	9632724271
Mrs.Sudha Kesavarthini.P	8904356074
Mrs.Pinki Verma	9731723096
Mrs.Keerthika	8722513406

ANTI- DISCRIMINATION CELL

The Anti-Discrimination Cell will comprise of the following members. They are to make sure that no discriminating activity takes place in the college campus.

BOARD OF ANTI-DISCRIMINATION CELL

The decision of Anti –Discrimination Cell for each incident will be taken in consultation with the following members (if the nature of incident demands so):

1. Chairperson, Dr. Mahesh, HOD of Pharmacy Practice
2. Mrs.Sudha kesavarthini.P
3. Mrs.Pinki Verma
4. Mrs.Keerthiga

In continuation, the under mentioned faculty members and students will constitute the structure of Anti-Discrimination Committee for their respective Institution. If any incident takes place, it

will be acted upon and reported through the members of that Institution, and rest all other formalities will take place through that stream of members of that particular institution.

The Committee Head will comprise of following members-

Head– Dr. Mahesh
Officer-in-Charge – Mr.Chikkanna

ADITYA BANGALORE INSTITUTE FOR PHARMACY EDUCATION & RESEARCH

FACULTY

1. Dr.Mahesh, HOD, ABIPER
2. Mrs.Sudha Kesavarthini, Assoc.Professor
3. Mrs.Pinki Verma, Assoc.Professor
4. Mrs.Keerthika.K, Asst.Professor

STUDENTS

1. Mr.Mohan- IV.B.Pharm
2. Ms Nazathunnisa.- III.B.Pharm
3. Ms.Brundha- III.B.Pharm
4. Mr.Ansel- II.B.Pharm
5. Mr.sanjana –II Pharm D
6. Mr.Shreeraksha- III.Pharm.D
7. Ms.Soheballi-- III.Pharm.D
8. Ms.Mandhira-- IV.Pharm.D
9. Mr.sahithya-- IV.Pharm.D
10. Mr.Dhanush –V-Pharm.D

11. Ms.Sanmukh-V-Pharm.D

12. Mr Saranya-VI Pharm.D

CONTACT NUMBERS IN CASE OF EMERGENCY

POLICE STATION : YELAHANKA POLICE STATION,KARNATAKA, BANGALORE

LANDLINE NO. 080-22942159

ROLE AND RESPONSIBILITIES OF MEMBERS AS MENTIONED ABOVE

1. The faculty members can take the help of the member students as and when required and can also involve them in different activities relating to Anti-Discrimination Committee.
2. Keep an alert eye to avoid any of Discrimination incidences.
3. Walk around the campus to ensure that there is no such activity taking place.
4. Keep reminding students about the severe actions which could be taken against them if they are found involved or indulged in Discrimination.
5. Make students aware of their respective Institution about the rules and regulations of Anti- Discrimination
6. Informing students about the affidavit and encourage students to fill and submit it in time.
7. Taking ownership in making the environment of the campus absolutely free from Discrimination.
8. Actively participation in monthly meeting of Anti-Discrimination Committee or as per the scheduled informed to them from time to time.
9. Identify and keep in close observation of the sensitive places of the institute where such incidents can take place.
10. For each Discrimination incident, the member person is supposed to prepare and submit a complete report including their remarks about the incident for further action to the Head of Anti-Discrimination Committee
11. If any such incident is reported to member or member himself/herself comes across such incidents, he/she has to immediately try to get connected telephonically/face to face to the group of students found/reported to indulge in Discrimination.

12. The member person will immediately investigate about such incident and will take in written from the doer and the culprit.
13. The member person will also try to collect the information Oral and Written from the witnesses and will put remarks of the witness in the report.
14. Simultaneously, the member person will immediately bring to the notice of Head of Anti-Discrimination Committee about such happening as first information and later on will submit an exhaustive report to the Heads for further process and action.
15. Since the gravity of the incident will be decided by the report which will get reflected into the decision of the degree of punishment for the defaulter, it is expected from the each member person that they make/develop the report with utmost sincerity and care.
16. Each such report submitted to the Head of Anti-Discrimination Committee will be further investigated by their own resources in order to reach to a right judgment & appropriate decision.
17. The member faculty of each stream of Anti- Discrimination Committee will be in close touch with the heads regarding the report they have submitted to the Head. His/her responsibility will not be over just by submitting the report; rather they may also be expected to be a part of decision. Thus, they are supposed to be in touch with the Head till the final verdict upon the case submitted has come out.
18. Each nominated member of the committee is expected to abide by the SOP.

CONCLUSION

Discrimination is a serious offence and needs to be curbed in the bud even before it takes any shape.

Checked by:

NAME: Dr Mahesh

Head , Anti Discrimination Committee

Approved by-

NAME: Dr.B.A.Viswanath,

Principal

